

# HARMONY



*Connecting the human element with business*



## **Habits every effective recruiter should follow**

There are a few traits that successful recruiters share, despite the fact that the descriptor is rather arbitrary (each person defines success differently).

At the end of the day, you need to offer people who will have an impact to your business and clientele. So how can successful recruiters accomplish this?

### **Consider the big picture**

Always have a clear corporate plan in mind that you can turn to when hiring new employees. Keep it in your phone's text message, on a sticky note, or just memorize it.

Determine whether a possible candidate's abilities, traits, and background are the greatest choices for guiding your company's expansion while learning more about them. Will this person assist my organisation in realising our ultimate vision? It's time to continue sourcing if you are unable to say yes with certainty.

### **Look Further**

We are all aware that having the correct skills alone won't make someone the ideal hire.

Finding applicants who are not only qualified for the position but also fit the company culture is your responsibility as a recruiter.

During the interview process, make the correct inquiries and don't be hesitant to delve a little deeper. Create interview questions that aid in identifying candidates who have the traits or beliefs that your successful employees frequently exhibit.

### **Consider Alternatives**

Emphasize the job requirement wherever possible rather than the skill set. If a candidate has experience doing a similar work, they presumably possess the necessary skills (or the ability to learn them).

So instead of detailing every qualification an applicant must have, focus on outlining the main requirements for the position

By adding a more varied group of candidates with a range of backgrounds and experiences, you may improve your talent community without losing the caliber of hires.

You must learn how to target people for a career shift if you want to attract passive prospects. Consider the professional histories of your top three prospective prospects. What positions did they once hold? What qualifications did they have that made them a good match?

### Continue to Develop Yourself

Master and fortify all of your candidate sources. This involves increasing the quantity and calibre of applicants who apply as a result of your job posting activities.

To achieve this, you must persistently research what makes a job posting effective, test different marketing strategies, and then use what you've learned to make your job advertising stronger.

Additionally, keep up with the most recent recruiting trends and best practices so that you may make use of the knowledge.

### Grow the Community of Talent

In your Talent Community, periodically check in with candidates to see what's new with them, whether they've picked up any new abilities, or if they have any recommendations to offer from their personal networks.

You can stay in touch with both new and old contacts by calling, emailing, sending messages, or attending in-person events.

You get back what you put in, in proportion to what you put in. Building and maintaining ties with their Talent Community, prior clients, and alumni is crucial for recruiters because of this.

The key lesson here is that in order to increase awareness of your positions, you must start conversations. Develop your networking skills to the highest level and gain expertise in passive candidate recruitment.

### Measure Metrics

The greatest strategy to enhance your recruitment procedures is to track the outcomes of your efforts each day. Make use of analytical tools that can provide you a high-level understanding of your recruiting efforts.

You can determine whether recruiting strategies are effective by looking at key recruitment indicators. After that, you can modify your course of action to increase your ROI.

### Become Active

Start considering the future employment requirements of your firm rather than concentrating on the existing positions right now. Are some departments expanding? Do any leaders have any immediate plans to retire?

Start developing a strong talent network of potential candidates who would thrive in the roles that might open up based on your company's goals. As a result, when the business decides to hire for that position, you'll be ready to source.

## SYMPHONY SAMACHAR

- Non-IT sectors may dominate white-collar job market this year -The Economic Times
- Pushing for diversity: More firms to hire women for shop floor jobs in 2023 -The Economic Times
- Odisha Police Recruitment 2023: Application process to begin for 4,790 posts soon -The Economic Times
- SBI recruitment 2023: SBI accepting applications for 1,438 jobs in 2023; salary information & other details -The Economic Times
- Lecturers, IT inspectors, multi tasking staff among 1.47 lakh recruited through 'Rozgar Melas': Govt -The Economic Times
- ISB students bag 1578 offers from 222 recruiters; 40% of total offers go to women students -The Economic Times
- IIT-BHU final placements see highest package of Rs 1.2 crore -The Economic Times
- More recruiters, higher salaries at NITs this placement season -The Economic Times
- Recruiters step up vigilance as job scams get innovative -The Economic Times
- Tata trusts board may consider internal candidate for CEO job -The Economic Times